

EXHIBIT 43

**to the Declaration of
Dean M. Harvey in Support of
Plaintiffs' Opposition Briefs**

REDACTED VERSION

From: Donna Morris [dcmorris@adobe.com]
Sent: Monday, January 24, 2005 11:29 AM
To: 'Maria Rodriguez-Keely'; 'Ellen Swarthout'
Subject: RE: Out-of-cycle adjustments, Compression - Mtg. w/ D. Morris 1/18/05

Thank you both for opening this discussion. Let me know how the overall staffing team can help to provide you with market trends from the recruitment viewpoint.

d

Donna Morris
Sr. Director, Global Talent
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From: Maria Rodriguez-Keely [mailto:mrodrigu@adobe.com]
Sent: Monday, January 24, 2005 8:42 AM
To: 'Ellen Swarthout'
Cc: dcmorris@adobe.com
Subject: Out-of-cycle adjustments, Compression - Mtg. w/ D. Morris 1/18/05

Ellen,

I met with Donna Morris on 1/18/05 regarding her concerns about internal inequity due to compression (the market driving pay for new hires above that of current employees). The following is a summary of her comments, some of our discussion points and next steps to consider:

